

Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université

# Executive Committee Comité de direction

Nomination Form / Formulaire de mise en candidature

## Nominee / Candidat ou candidate

**Kelly Anne Meckling**

## Position / Poste

**Representative-at-large (General)**

## To use this form / Comment utiliser ce formulaire

1. Save this file to your desktop / Enregistrez ce fichier sur votre ordinateur.
2. Open the form using Adobe Reader / Ouvrez le formulaire à l'aide d'Adobe Reader.
3. Fill in the fields / Remplissez les champs indiqués.
4. Attach additional documentation as required / Joignez, au besoin, toute documentation supplémentaire.
5. Save completed form to your desktop / Sauvegardez le formulaire rempli sur votre ordinateur.

## Documentation / Documentation

Nominations should include / Les dossiers de mise en candidature doivent comprendre :

- (a) a letter of nomination / une lettre de mise en candidature
- (b) the agreement of the nominee to serve if elected / le consentement du candidat ou de la candidate advenant son élection
- (c) a completed executive committee nomination form / le formulaire dûment rempli de mise en candidature au Comité de direction

## Nomination deadline : March 1

Date limite des mises en candidature : 1<sup>er</sup> mars

## Send completed form to

Faites parvenir le formulaire dûment rempli au

Chair, Elections and Resolutions Committee  
Président, Comité des élections et des résolutions  
Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université  
2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2  
Email / Courriel : nominations@caut.ca

## Personal information / Renseignements personnels

Name / Nom **Kelly Anne Meckling** Telephone / Téléphone **519-824-4120 x53742**

Email / Courriel **kmecklin@uoguelph.ca** Fax / Télécopieur **519-763-5902**

Full institution address including academic unit / Adresse complète de l'établissement, y compris l'unité académique

**Department of Human Health and Nutritional Sciences, University of Guelph, Guelph, ON, N1H2H9**

CAUT is committed to principles of equity and actively seeks to diversify the membership of its committees. Nominees are encouraged to indicate, in the space below, whether they self-identify as members of racialized groups, people with disabilities, gay, lesbian, bisexual, transgendered, queer and 2-spirited people, Aboriginal people, and women. Responses are voluntary and will be kept strictly confidential. L'ACPPU souscrit pleinement aux principes de l'équité et s'emploie activement à diversifier la composition de ses comités. Les candidates et candidats sont invités à indiquer, dans l'espace ci-dessous réservé à cet effet, si elles ou ils s'identifient comme membre d'un groupe racialisé, personne ayant une limitation fonctionnelle, gai, lesbienne, bisexuel, transgenre, allosexuel et bi-spirituel, Autochtone et femme. Les réponses sont facultatives et elles resteront strictement confidentielles.

**I am a woman.**

## Languages / Langues

CAUT's official languages are English and French. Indicate your level of competence.  
Les langues officielles de l'ACPPU sont l'anglais et le français. Indiquez votre niveau de compétence.

**Competent to read, write and speak English proficiently.  
Can speak and read French at elementary level.**

## University and college appointments / Postes universitaires et collégiaux

Provide a brief summary of the university/college appointments held including name of institution, position and years.  
Décrivez brièvement les postes universitaires/collégiaux occupés et indiquez le nom de l'établissement, le titre du poste et les années en poste.

**Students Rights and Responsibilities Committee - Alternate - 2016-present  
Board of Governor's Pension Committee - Member - 2006-2009, 2013-present  
Senate Board of Undergraduate Studies - 2016-present  
University Senate - Faculty Representative - 2003-2009, 2012-present, Senate Research Board, Senate Board of Graduate Studies.  
Professor - University of Guelph - August 1991-present  
Visiting Professor - Aston University - Birmingham, UK - Sept 1997-May 1998  
Post-doctoral Fellow- University of Alberta - 1988-1991  
BSc Program Committee - 2009-2016  
University of Guelph Judicial Committee - Member - 2008-2011  
University of Guelph Student Petitions Committee - Member - 1998-2002, 2003-2006, 2006-2007, 2012-201  
Department of Human Health and Nutritional Sciences and College of Biological Sciences Tenure and Promotion Committees - 1997-1999, 2003-2005, 2008-2010  
University of Guelph Grievance Board - 1998-2005**

## Experience in academic staff affairs / Expérience des affaires du personnel académique

Provide a summary of your involvement with academic staff associations at the local, provincial, and/or national level.  
Décrivez brièvement vos activités au sein d'associations de personnel académique à l'échelle locale, provinciale et nationale.

I have been involved with the University of Guelph Faculty Association since the early 1990s and Concillor since 1996 with only a two-year gap in my service during that 20 years. I was on the Executive of the Association from 2000-2010 including two terms as Pensions and Benefits Chair, one term as Vice-President and one term as President. I was a member of the Salary Negotiating Team - 1996/97, 1998/99, 00/01, 04/05, 06/07, 07/08 including the first negotiated Collective Agreement following unionization. I was a staunch supporter of the unionization effort and led multiple efforts on campus to bring members onside. I worked tirelessly on the development of our first Collective Agreement and was a member of the Implementation Team for the two years that followed that successful negotiation. I was President of the Association during the negotiations for our second Collective Agreement, then OCUFA Director for one year and then left the Executive for 2 years. I returned to the Executive as Vice-President in 2012 and completed my second term as Faculty Association President in June 2016. I am currently on the Executive as the OCUFA Director, 2016-2018.

During my time on the Executive at Guelph I have participated in multiple Local, Provincial and Federal forums, workshops, conferences, demonstrations on issues of Intellectual Property, Grievance and Arbitration, Collective Bargaining, and Academic Freedom. I have been a regular attendant at CAUT Council and participated in Parliament Hill Day, and Get Science Right campaigns. I have had two terms as the UGFA Trustee on the CAUT Defense Fund. I have participated in several flying pickets.

I was elected as one of two Representative-At-Large (General) during the April 2016 CAUT Council meeting and serving since that time in that position. I have very much enjoyed my year and feel I am just beginning to learn the ropes and make effective contributions to the discussions and activities of the CAUT Executive.

## Other relevant experience / Autre expérience pertinente

Provide a brief summary of experience or qualifications which you feel would be useful in the position for which you have been nominated.  
Décrivez brièvement l'expérience ou les compétences acquises qui vous permettraient d'occuper le poste pour lequel vous avez été recommandé(e).

I believe my past year on the Executive of CAUT as Representative-At-Large, has prepared me well for the next year in that same position. I attended all Executive meetings over the last year as well as the Retreat that was held last June. Since that election, I have been working on a Mental Health initiative that I hope to bring to this Council as a special workshop. As a member of numerous negotiating teams both before and after unionization, I have developed a great set of negotiating skills that I would like to share. I also have considerable experience writing language for Collective Agreements and seeing their implementation. I have spent 10+ years learning about Pensions and involved in the decision-making around alternative Pension Plan arrangements and the newer Jointly-sponsored pension plans being conceived in Ontario. As President of the UGFA I have participated as one of the representatives in many Grievances and Arbitrations of issues relevant to ensuring the Collective Agreement is upheld. I have well developed skills in mediation/negotiation and successfully battled the Administration on issues of workload, harassment, defense of academic freedom, challenges to intellectual property rights, improper appointment of faculty and Chairs, performance evaluation, tenure, investigation of members and imposition of discipline. Now having served two, two-year terms as President, I believe I can bring the "At Guelph" experiences to the National stage. Having faced the prospect of Censure and come back with a now, respectful relationship with Administration, I believe I can help other Faculty Associations with similar challenges at their institutions. I have also been involved in an initiative at Guelph to increase Aboriginal faculty, and students

## Priorities for CAUT / Priorités de l'ACPPU

Identify what you feel should be major priorities for CAUT in the next two years.

Quelles devraient être, selon vous, les grandes priorités de l'ACPPU pour les deux prochaines années?

1. Ensuring equity and diversity in the faculty complement, whether they be tenured and tenure-stream or contingent faculty. Efforts to enhance diversity in the student population have been ongoing for some time, while the faces of the professoriate are increasingly uniform. We need to encourage programs that seek to give voice to disadvantaged academics and provide the environments within university communities for them to thrive. This also means resisting the decreases in faculty complement and the continued drive to replace permanent faculty positions with short-term contingent positions. On my campus I was involved in an initiative that led to the hiring of 6 new Aboriginal faculty in the last year, and ongoing initiatives to mentor these faculty, and support increases in Aboriginal undergraduate and graduate students. CAUT should seek to further diversify the academy and encourage programs that encourage and support, participation by LGBTQ2S academic staff in the university.
2. Provide training and support for the recognition of Mental Health and Mental Illness issues on our campuses and for specific appreciation of the impact that increasing workloads have on the wellness of our faculty. Mental Wellness is not just an issue for students but for faculty as well and we need to ensure that our employers are providing accommodation and counselling support for mental health disabilities of our members.
3. Continue with the Get Science Right initiative. This has a good start but it will take more than a few years and a single Liberally led Federal Government to see this through. CAUT needs to keep pressure on the Federal Government to increase funding to the Tri-Councils and the National Research Council. It also needs to increase funding to Health Canada and Environment Canada, to see that we continue to be world leaders in promotion of human and animal health and the environment. Meetings with the Science Minister Kirsty Duncan and the CAUT Executive are ongoing and the upcoming identification of a Science Advisor are key to moving our Science agenda forward.

## Additional comments / Autres renseignements

Provide any additional information you feel would be useful to Council delegates in their consideration of your candidacy.

Ajoutez tout complément d'information utile que les délégués du Conseil pourraient prendre en compte dans l'appréciation de votre candidature.

I have the energy and enthusiasm to actively participate in the activities of the CAUT Executive. My last year as Representative-At-Large has given me insight into a number of important issues for our Associations and the battles we need to fight with the Federal and Provincial Governments as well as the Boards of Governors that are increasingly removing powers of senates and unions and leading to the corporatization of universities. We need to put academic decisions back the hands of faculty, not CEOs of big companies. We have a job to maintain the integrity of our universities and a duty to uphold Academic Freedom each and every time it is challenged. I have been a student on campuses across the country and now as a faculty member in Ontario, have seen the university from various perspectives. While most of my experiences in Faculty Associations has been at Guelph, the problems that Guelph has faced and is facing are universal. The more I attend CAUT council and Executive, the more sure I am that we have far more issues in common, that we do differences. Let me continue to be a voice for Member Associations across the country at the National Level.



Representing Faculty, Librarians,  
Veterinarians & College Faculty

January 17, 2017

Chair, Elections and Resolutions Committee  
CAUT  
2705 Queensview Drive  
Ottawa, Ontario  
K2B 8K2

Dear Chair, Elections & Resolutions Committee:

On behalf of the University of Guelph Faculty Association (UGFA) Executive, I would like to nominate Professor Kelly Meckling, Human Health & Nutritional Science, University of Guelph, for another term in the position of Representative-at-Large (General) for CAUT. Kelly has been a long-time supporter and advocate for the faculty, faculty association and CAUT. She has held many positions within the UGFA including President, Vice-President, Pension & Benefits Chair, member of the 1<sup>st</sup> collective agreement negotiation team, UGFA representative to Board of Governors Pension Committee, OCUFA Board, CAUT delegate and UGFA Senate representative, to name but a few. In addition, she has been a member of the Executive or Council almost continuously since the 1990's.

Kelly has been a driving force within the Association having dealt with issues of grievances, appeals, disciplines, arbitrations and negotiations. We believe that her expertise and dedication will be of continued benefit to CAUT and as such Executive voted unanimously to support Professor Meckling in her bid for another term.

Sincerely,

A handwritten signature in blue ink that reads "Bill Cormack".

Bill Cormack  
President



COLLEGE OF BIOLOGICAL SCIENCES  
Department of Human Health and Nutritional Sciences

January 17, 2017

Ted Montgomery  
Chair, Elections and Resolutions Committee  
Canadian Association of University Teachers  
2705 Queensview Drive  
Ottawa, ON K2B 8K2

Dear Ted:

This is brief note indicating my willingness to serve as CAUT Representative-at-Large (General) if elected. I have been in this role for one year (2016-2017) and am eager to continue to serve on the Executive Committee.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Kelly Anne Meckling".

Kelly Anne Meckling, PhD  
Professor  
UGFA Executive – OCUFA Director